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NMRI

Mass Retailers' Executive Perquisite Report

1983

by

NATIONAL MASS RETAILING INSTITUTE

NMRI

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Richard I. Hersh
President

MASS RETAILERS'
EXECUTIVE PERQUISITE REPORT

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National Mass Retailing Institute

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TABLE OF CONTENTS

INTRODUCTION----------

SECTION I HEADQUARTERS MANAGEMENT----------PP. 1-6

SECTION II MERCHANDISING MANAGEMENT----------PP. 7-12

SECTION III FIELD MANAGEMENT----------PP. 13-18

SECTION IV STORE MANAGEMENT----------PP. 19-24

SECTION V GENERAL INFORMATION----------PP. 25-28

INTRODUCTION

NMRI is pleased to present the results of the National Mass Retailing Institute's FOURTH EXECUTIVE PERQUISITE SURVEY.

This year, NMRI had a remarkable response to the questionnaires. More than 73% of NMRI's retail membership participated in the study. Because of the excellent response, the study is an accurate reflection of the benefits given to the executives within the discount retailing organizations in the United States.

The turmoil in the United States economy seemed to have little effect upon the perquisites given to retailing employees. A few obvious differences between the third survey and the fourth survey responses are: 1- gas mileage reimbursement has dramatically increased; 2- pension plans standardized; 3- dental plans expanded. By in large there appears to be a leveling off of perquisites, however vacations have increased.

Once again, it is also interesting to note that those companies with headquarters in the South, West or in Canada tend to have more perquisites for their employees than companies in the North or Northeast.

There seems to be a continuing flux in employee health programs (Questions 1-6), with some companies including everything in one package and others charging employees for some areas of coverage. Naturally, family coverage is at times payable by employee.

In order to make this report as easy to use as possible, the results of the survey are presented in the same format as the questionnaire. This enables the reader to see at a glance exactly what percentage of stores give which benefit to which level of employee. Figures listed in parenthesis are those in the third survey.

Section I deals with Headquarters Management; Section II deals with Merchandising Management; Section III deals with Field Management; Section IV deals with Store Management; Section V is the General Information Section, summarizing the answers to the survey's six specific questions. PLEASE NOTE: SECTION V DEALS WITH ALL LEVELS OF EXECUTIVES.

This Perquisite Study alternates with NMRI's Compensation Study, and therefore, will be published every two years. The retail member's suggestions concerning the Survey will be carefully considered before the publication of the next Survey. We appreciate the work of all those who assisted NMRI in formulating the study and the cooperation of all those who took time to participate in the study. We hope that this study, used in conjunction with the Compensation Study, is beneficial to all NMRI members.

Richard I. Hersh
President
National Mass Retailing Institute

November, 1983

SECTION ONE

HEADQUARTERS MANAGEMENT

HOME OFFICE/HEADQUARTERS MANAGEMENT

The percentages represent or indicate what portion/percent of those companies who replied offer the particular benefit.

PERQUISITE BENEFIT	CEO/President Level I	Company Officials Level II	Senior Management Level III	General Management Levil IV
1) Company paid medical coverage for an executive	90% (84%)	72% (70%)	63% (60%)	63% (63%)
2) Company paid medical coverage for an executive and his or her family	61% (70%)	61% (65%)	53% (56%)	48% (56%)
3) Dental insurance	46% (30%)	46% (30%)	38% (30%)	36% (30%)
4) Company paid dental insurance	36% (16%)	34% (14%)	28% (19%)	28% (16%)
5) Medical or dental reimbursement with prescribed maximum limit	37% (37%)	39% (33%)	28% (33%)	25% (28%)
6) Prescription drug plan	45% (35%)	43% (35%)	36% (35%)	31% (35%)
7) Physical examinations at the company's expense	63% (51%)	66% (51%)	36% (26%)	25% (16%)
8) Optical plan	18% (16%)	18% (12%)	15% (12%)	13% (9%)
9) Short-term disability/wage continuation	79% (70%)	82% (67%)	77% (65%)	77% (63%)
10) Long-term disability insurance	84% (70%)	87% (67%)	84% (65%)	80% (60%)
11) Company paid supplemental executive life insurance	58% (63%)	60% (58%)	58% (47%)	55% (42%)
12) Executive common carrier accidental insurance	63% (49%)	61% (49%)	55% (49%)	52% (49%)

HOME OFFICE/HEADQUARTERS MANAGEMENT

The percentages represent or indicate what portion/percent of those companies who replied offer the particular benefit.

PERQUISITE BENEFIT	CEO/PRESIDENT Level I	Company Officials Level II	Senior Management Level II	General Management Level IV
13) Company paid leave of absences - personal reasons	25% (26%)	22% (21%)	22% (19%)	21% (19%)
14) Sabbaticals with pay	2% (5%)	2% (5%)	2% (5%)	2% (5%)
15) Bonus vacation pay, in addition to the normal salary	3% (2%)	2% (2%)	2% (2%)	-0- (2%)
16) Vacation pay in lieu of time off	9% (12%)	11% (12%)	9% (12%)	9% (12%)
*17) Compensatory time/compensation for holidays worked	7% (14%)	7% (14%)	7% (14%)	5% (14%)
*18) Compensatory time/compensation for Sundays worked	2% (2%)	2% (2%)	2% (2%)	2% (5%)
19) Interest free loans	6% -0-	4% (2%)	6% (2%)	6% (5%)
20) Low interest loans	2% (7%)	4% (7%)	4% (7%)	2% (7%)
21) Executive personal fiduciary insurance	18% (23%)	10% (12%)	4% (7%)	4% -0-
22) Free financial counseling	13% (16%)	13% (9%)	5% (7%)	-0- (7%)
23) Free tax counseling	18% (16%)	9% (12%)	2% (7%)	-0- (7%)
24) Free legal counseling	5% (14%)	7% (12%)	3% (7%)	-0- (5%)

*Often not written policy

HOME OFFICE/HEADQUARTERS MANAGEMENT

The percentages represent or indicate what portion/percent of those companies who replied offer the particular benefit.

PERQUISITE BENEFIT	CEO/President Level I	Company Officials Level II	Senior Management Level III	General Management Level IV
25) Assumption of liability for any financial loss from sale of a transferred executive's primary home	30% (14%)	27% (14%)	27% (14%)	18% (7%)
26) Stock options	48% (19%)	46% (21%)	36% (16%)	19% (9%)
27) Performance shares	10% (12%)	7% (9%)	3% (5%)	-0- (2%)
28) Stock purchasing plan	28% (12%)	28% (12%)	28% (14%)	27% (12%)
29) ESOPS	22% (9%)	24% (9%)	25% (9%)	21% (9%)
*30) Profit sharing	45% (40%)	43% (37%)	43% (35%)	42% (33%)
31) Deferred compensation	22% (12%)	21% (9%)	12% (5%)	4% (5%)
32) Employment contracts	24% (19%)	30% (14%)	7% (5%)	4% (5%)
33) Pension plan	42% (63%)	58% (63%)	57% (63%)	55% (63%)
34) Supplemental retirement income	10% (16%)	13% (14%)	7% (14%)	6% (9%)
35) Relocation bonus payments (non-salary) for relocated executives	21% (12%)	21% (12%)	21% (7%)	(18%) (7%)
36) Merchandise discount plan	84% (86%)	86% (86%)	84% (86%)	82% (86%)

*Often based on vesting schedule

HOME OFFICE/HEADQUARTERS MANAGEMENT

The percentages represent or indicate what portion/percent of those companies who replied offer the particular benefit.

PERQUISITE BENEFIT	CEO/President Level I	Company Officials Level II	Senior Management Level III	General Management Level IV
37) Merchandise discount plan above and beyond normal provisions	27% (23%)	19% (21%)	16% (19%)	7% (14%)
38) Tuition reimbursement	49% (40%)	53% (40%)	51% (37%)	49% (35%)
39) Educational scholarships/grants for dependent children	2% (12%)	2% (12%)	2% (12%)	2% (12%)
40) Company car - business travel	82% (63%)	76% (63%)	36% (35%)	16% (21%)
41) Company car - personal use	70% (58%)	58% (44%)	22% (16%)	5% (7%)
42) Reserved parking space	55% (88%)	57% (73%)	37% (37%)	22% (26%)
43) First class air travel - business use	33% (14%)	26% (9%)	8% (2%)	5% -0-
44) Spouse allowed to accompany executive on business trips	22% (28%)	15% (28%)	3% (9%)	3% (7%)
45) Company credit cards for traveling executives	62% (70%)	53% (70%)	36% (28%)	19% (12%)
46) Apartment or condominium reserved for executives traveling in major cities	3% (2%)	3% (2%)	2% (2%)	-0- (2%)
47) Executive dining facility	7% (9%)	5% (7%)	5% -0-	-0- -0-
48) Company phones in executive's home	15% (23%)	6% (5%)	-0- -0-	0- -0-

Two companies indicated for 3 hours or more

HOME OFFICE/HEADQUARTERS MANAGEMENT

The percentages represent or indicate what portion/percent of those companies who replied offer the particular benefit.

PERQUISITE BENEFIT	CEO/President Level I	Company Officials Level II	Senior Management Level III	General Management Level IV
49) Club membership fees	25% (30%)	13% (21%)	3% (5%)	-0- (2%)
50) Free use of company owned resort facilities	6% (2%)	6% (2%)	2% -0-	2% -0-
51) Company paid chauffeur - business travel	7% (2%)	3% (2%)	-0- -0-	-0- -0-
52) Company aircraft - business travel	27% (26%)	22% (26%)	19% (23%)	18% (16%)

SECTION TWO

MERCHANDISING MANAGEMENT

MERCHANDISING MANAGEMENT

The percentages represent or indicate what portion/percent of those companies who replied offer the particular benefit.

PERQUISITE BENEFIT	Top Merchandising Executive	General Merchandise Managers	Category Merchandise Managers	Buyers
1) Company paid medical coverage for an executive	57% (58%)	58% (56%)	54% (49%)	57% (60%)
2) Company paid medical coverage for an executive and his/her family	48% (59%)	46% (59%)	43% (47%)	46% (60%)
3) Dental insurance	36% (23%)	39% (23%)	43% (16%)	42% (23%)
4) Company paid dental insurance	28% (19%)	28% (19%)	30% (14%)	30% (19%)
5) Medical/dental reimbursement with prescribed maximum limit	36% (37%)	25% (30%)	25% (26%)	24% (30%)
6) Prescription drug plan	33% (33%)	33% (35%)	33% (28%)	36% (40%)
7) Physical examinations at the company's expense	42% (23%)	31% (21%)	25% (16%)	22% (16%)
8) Optical plan	13% (12%)	15% (9%)	13% (5%)	13% (7%)
9) Short-term disability - wage continuation	72% (63%)	72% (65%)	70% (56%)	82% (70%)
10) Long-term disability - insurance	78% (67%)	79% (67%)	76% (63%)	84% (65%)
11) Company paid supplemental executive life insurance	39% (51%)	36% (40%)	27% (37%)	39% (44%)
12) Executive common carrier accidental insurance	49% (42%)	51% (37%)	48% (33%)	54% (35%)

MERCHANDISING MANAGEMENT

The percentages represent or indicate what portion/percent of those companies who replied offer the particular benefit.

PERQUISITE BENEFIT	Top Merchandising Executive	General Merchandise Managers	Category Merchandise Managers	Buyers
13) Company paid leave of absences - personal reasons	19% (16%)	18% (16%)	19% (16%)	19% (16%)
14) Sabbaticals with pay	2% (5%)	2% (2%)	2% (5%)	2% (5%)
15) Bonus vacation pay in addition to normal salary	5% (2%)	-0- (2%)	-0- (2%)	-0- (2%)
16) Vacation pay in lieu of time off	9% (7%)	9% (7%)	9% (7%)	9% (9%)
*17) Compensatory time/compensation for holidays worked	9% (14%)	9% (14%)	10% (12%)	12% (14%)
*18) Compensatory time/compensation for Sundays worked	2% (2%)	2% (2%)	3% (2%)	3% (2%)
19) Interest free loans	5% (5%)	2% (5%)	2% (5%)	2% (5%)
20) Low interest loans	3% (7%)	3% (7%)	2% (7%)	2% (7%)
21) Executive personal fiduciary insurance	3% (2%)	2% -0-	2% -0-	2% -0-
22) Free financial counseling	6% (7%)	-0- (7%)	-0- (7%)	-0- (7%)
23) Free tax counseling	6% (7%)	-0- (5%)	-0- (5%)	-0- (5%)
24) Free legal counseling	2% (5%)	-0- (5%)	-0- (5%)	-0- (5%)

*Often not written policy

MERCHANDISING MANAGEMENT

The percentages represent or indicate what portion/percent of those companies who replied offer the particular benefit.

PERQUISITE BENEFIT	Top Merchandising Executive	General Merchandise Managers	Category Merchandise Managers	Buyers
25) Assumption of liability for any financial loss from sale of a transferred executive's home	25% (14%)	21% (14%)	18% (12%)	13% (9%)
26) Stock options	39% (23%)	27% (19%)	22% (7%)	22% (9%)
27) Performance shares	3% (5%)	-0- (2%)	-0- (2%)	-0- (2%)
28) Stock purchase plan	25% (14%)	25% (14%)	25% (14%)	27% (14%)
29) ESOPS	19% (9%)	18% (9%)	16% (9%)	18% (9%)
*30) Profit sharing	40% (33%)	42% (35%)	40% (30%)	46% (40%)
31) Deferred compensation	15% (5%)	9% (5%)	6% (2%)	6% (2%)
32) Employment contracts	13% (14%)	7% (9%)	9% (9%)	9% (9%)
33) Pension plan	48% (63%)	51% (63%)	52% (63%)	55% (63%)
34) Supplemental retirement income	15% (12%)	10% (12%)	7% (12%)	6% (12%)
35) Relocation bonus payments (non-salary) for relocated executives	16% (9%)	18% (9%)	18% (7%)	18% (7%)
36) Merchandise discount plan	75% (86%)	79% (86%)	76% (86%)	85% (72%)

*Often based on vesting schedule

MERCHANDISING MANAGEMENT

The percentages represent or indicate what portion/percent of those companies who replied offer the particular benefit.

PERQUISITE BENEFIT	Top Merchandising Executive	General Merchandise Managers	Category Merchandise Managers	Buyers
37) Merchandise discount plan above and beyond normal provisions	15% (16%)	9% (14%)	7% (9%)	6% (12%)
38) Tuition reimbursement	48% (37%)	48% (37%)	49% (33%)	51% (35%)
39) Education scholarships/grants for dependent children	12% (2%)	12% (2%)	13% (2%)	12% (2%)
40) Company car - business travel	49% (42%)	29% (23%)	15% (14%)	9% (19%)
41) Company car - personal use	34% (33%)	15% (14%)	7% (7%)	2% (5%)
42) Reserved parking space	34% (35%)	21% (28%)	16% (26%)	13% (21%)
43) First class air travel - business travel	15% (7%)	3% (5%)	5% (2%)	5% (2%)
44) Spouse allowed to accompany executive on business trips	9% (12%)	5% (12%)	3% (9%)	3% (12%)
45) Company credit cards for traveling executives	37% (35%)	39% (26%)	30% (19%)	26% (19%)
46) Apartment or condominium reserved for executives traveling in major cities	2% (2%)	2% (2%)	2% -0-	2% -0-
47) Executive dining facility	4% (2%)	2% -0-	-0- -0-	-0- -0-
48) Company phones in executive's home	-0- -0-	3% -0-	-0- -0-	-0- -0-

Six companies indicated for 3 hours or more

MERCHANDISING MANAGEMENT

The percentages represent or indicate what portion/percent of those companies who replied offer the particular benefit.

PERQUISITE BENEFIT	Top Merchandising Executive	General Merchandise Managers	Category Merchandise Managers	Buyers
49) Club membership fees	5% (9%)	-0- (7%)	-0- (2%)	-0- (5%)
50) Free use of compnay owned resort facilities	.5% -0-	2% -0-	-0- -0-	4% (2%)
51) Company paid chauffeur - business travel	2% -0-	-0- -0-	-0- -0-	-0- -0-
52) Company aircraft - business travel	21% (16%)	18% (19%)	16% (16%)	16% (16%)

SECTION THREE

FIELD MANAGEMENT

FIELD MANAGEMENT

The percentages represent or indicate what portion/percent of those companies who replied offer the particular benefit.

PERQUISITE BENEFIT	Top Regional Manager	All Other Field Managers		
1) Company paid medical coverage for an executive	51% (56%)	54% (51%)		
2) Company paid medical coverage for an executive and his/her family	46% (47%)	42% (53%)		
3) Dental Insurance	33% (16%)	39% (16%)		
4) Company paid dental insurance	24% (14%)	28% (14%)		
5) Medical/dental reimbursement with prescribed maximum limit	25% (26%)	24% (23%)		
6) Prescription drugs plan	31% (30%)	33% (30%)		
7) Physical examinations at company expense	30% (21%)	15% (9%)		
8) Optical plan	12% (7%)	12% (5%)		
9) Short-term disability - wage continuation	67% (60%)	69% (60%)		
10) Long-term disability - insurance	72% (60%)	72% (63%)		
11) Company paid supplemental executive life insurance	33% (35%)	27% (28%)		
12) Executive common carrier accidental insurance	33% (40%)	43% (33%)		

FIELD MANAGEMENT

The percentages represent or indicate what portion/percent of those companies who replied offer the particular benefit.

PERQUISITE BENEFIT	Top Regional Manager	All Other Field Managers		
13) Company paid leave of absences - personal reasons	15% (14%)	15% (14%)		
14) Sabbaticals with pay	2% (2%)	2% (5%)		
15) Bonus vacation pay in addition to normal salary	-0- (2%)	-0- (2%)		
16) Vacation pay in lieu of time off	7% (7%)	9% (5%)		
*17) Compensatory time/compensation for holidays worked	9$ (14%)	12% (14%)		
*18) Compensatory time/compensation for Sundays worked	3% (2%)	6% -0-		
19) Interest free loans	5% (5%)	2% (5%)		
20) Low interest loans	2% (5%)	2% (5%)		
21) Executive personal fiduciary insurance	2% -0-	2% -0-		
22) Free financial counseling	2% (7%)	-0- (7%)		
23) Free tax counseling	-0- (5%)	-0- (5%)		
24) Free legal counseling	-0- (5%)	-0- (5%)		

*often not written policy

FIELD MANAGEMENT

The percentages represent or indicate what portion/percent of those companies who replied offer the particular benefit.

PERQUISITE BENEFIT	Top Regional Manager	All Other Field Managers
25) Assumption of liability for any financial loss from sale of a transferred executive's primary home	22% (12%)	13% (9%)
26) Stock options	33% (14%)	16% (7%)
27) Performance shares	5% (2%)	-0- (2%)
28) Stock purchase plan	24% (14%)	24% (14%)
29) ESOPS	19% (9%)	19% (9%)
*30) Profit sharing	42% (33%)	39% (30%)
31) Deferred compensation	12% (2%)	6% (2%)
32) Employment contracts	7% (12%)	5% (9%)
33) Pension plan	49% (63%)	55% (63%)
34) Supplemental retirement income	9% (12%)	3% (9%)
35) Relocation bonus payments (non-salary) for relocated executives	18% (9%)	21% (7%)
36) Merchandise discount plan	73% (65%)	75% (65%)

*Often based on vesting schedule

FIELD MANAGEMENT

The percentages represent or indicate what portion/percent of those companies who replied offer the particular benefit.

PERQUISITE BENEFIT	Top Regional Manager	All Other Field Managers		
37) Merchandise discount plan above and beyond normal provisions	13% (12%)	5% (7%)		
38) Tuition reimbursement	45% (33%)	43% (30%)		
39) Educational scholarships/grants for dependent children	12% (2%)	12% (2%)		
40) Company car - business travel	63% (49%)	42% (28%)		
41) Company car - personal use	37% (28%)	28% (21%)		
42) Reserved parking space	13% (19%)	5% (7%)		
*43) First class air travel - business travel	6% (5%)	-0- (2%)		
44) Spouse allowed to accompany executive on business trips	2% (9%)	2% (7%)		
45) Company credit cards for traveling executives	33% (16%)	22% (7%)		
46) Apartment or condominium reserved for executives traveling in major cities	2% -0-	-0- -0-		
47) Executive dining facility	-0- -0-	-0- -0-		
48) Company phones in executive's home	-0- -0-	-0- -0-		

FIELD MANAGEMENT

The percentages represent or indicate what portion/percent of those companies who replied offer the particular benefit.

PERQUISITE BENEFIT	Top Regional Manager	All Other Field Managers		
49) Club membership fees	-0- (2%)	-0- (2%)		
50) Free use of company owned resort facilities	5% -0-	-0- -0-		
51) Company paid chauffeur - business travel	-0- -0-	-0- -0-		
52) Company aircraft - business travel	13% (14%)	12% (12%)		

SECTION FOUR

STORE MANAGEMENT

STORE MANAGEMENT

The percentages represent or indicate what portion/percent of those companies who replied offer the particular benefit.

PERQUISITE BENEFIT	Store Managers	Assistant Store Managers		
1) Company paid medical coverage for an executive	58% (60%)	54% (60%)		
2) Company paid medical coverage for an executive and his/her family	41% (56%)	34% (56%)		
3) Dental insurance	41% (23%)	41% (23%)		
4) Company paid dental insurance	30% (19%)	28% (16%)		
5) Medical/dental reimbursements with prescribed maximum limit	22% (23%)	21% (23%)		
6) Prescription drug plan	39% (37%)	36% (37%)		
7) Physical examinations at company expense	13% (12%)	7% (5%)		
8) Optical plan	12% (7%)	13% (7%)		
9) Short term disability - wage continuation	78% (72%)	75% (70%)		
10) Long term disability - insurance	75% (58%)	64% (49%)		
11) Company paid supplemental executive life insurance	28% (33%)	22% (28%)		
12) Executive common carrier accidental insurance	43% (30%)	42% (28%)		

STORE MANAGEMENT

The percentages represent or indicate what portion/percent of those companies who replied offer the particular benefit.

PERQUISITE BENEFIT	Store Managers	Assistant Store Managers		
13) Company paid leave of absences - personal reasons	18% (14%)	16% (12%)		
14) Sabbaticals with pay	2% (5%)	2% (5%)		
15) Bonus vacation pay in addition to normal salary	5% (2%)	2% (2%)		
16) Vacation pay in lieu of time off	12% (9%)	12% (9%)		
*17) Compensatory time/compensation for holidays worked	30% (28%)	33% (30%)		
*18) Compensatory time/compensation for Sundays worked	18% (9%)	21% (9%)		
19) Interest free loans	5% (5%)	2% (5%)		
20) Low interest loans	2% (7%)	2% (7%)		
21) Executive personal fiduciary insurance	2% -0-	2% -0-		
22) Free financial counseling	-0- (7%)	-0- (7%)		
23) Free tax counseling	-0- (2%)	-0- (2%)		
24) Free legal counseling	-0- (2%)	-0- (2%)		

*Often not written policy

STORE MANAGEMENT

The percentages represent or indicate what portion/percent of those companies who replied offer the particular benefit.

PERQUISITE BENEFIT	Store Managers	Assistant Store Managers		
25) Assumption of liability for any financial loss from sale of a transferred executive's primary home	16% (9%)	12% (7%)		
26) Stock options	12% -0-	2% -0-		
27) Performance shares	-0- (2%)	-0- (2%)		
28) Stock purchase plan	30% (14%)	15% (12%)		
29) ESOPS	19% (9%)	19% (9%)		
*30) Profit sharing	45% (40%)	36% (40%)		
31) Deferred compensation	7% -0-	6% -0-		
32) Employment contracts	6% (9%)	4% (7%)		
33) Pension plan	55% (63%)	54% (63%)		
34) Supplemental retirement income	4% (9%)	4% (9%)		
35) Relocation bonus payments (non-salary) for relocated executives	22% (9%)	18% (9%)		
**36) Merchandise discount plan	81% (67%)	76% (70%)		

*Often based on vesting schedule
**Can be restricted to full time

STORE MANAGEMENT

The percentages represent or indicate what portion/percent of those companies who replied offer the particular benefit.

PERQUISITE BENEFIT	Store Managers	Assistant Store Manager		
37) Merchandise discount plan above and beyond normal provisions	2% (12%)	-0- (9%)		
38) Tuition reimbursement	45% (30%)	43% (30%)		
39) Educational scholarships/grants for dependent children	12% (2%)	12% (2%)		
40) Company car - business travel	4% -0-	2% -0-		
41) Company car - personal use	2% -0-	-0- -0-		
42) Reserved parking space	5% (2%)	3% (2%)		
43) First class air travel - business travel	2% (2%)	-0- -0-		
44) Spouse allowed to accompany executive on business trips	3% (9%)	3% (9%)		
45) Company credit cards for traveling executives	9% (7%)	7% (2%)		
46) Apartment or condominium reserved for executives traveling in major cities	-0- -0-	-0- -0-		
47) Executive dining facility	-0- -0-	-0- -0-		
48) Company phones in executive's homes	-0- -0-	-0- -0-		

STORE MANAGEMENT

The percentages represent or indicate what portion/percent of those companies who replied offer the particular benefit.

PERQUISITE BENEFIT	Store Managers	Assistant Store Manager		
49) Club membership fees	2% (5%)	-0- (5%)		
50) Free use of company owned resort	5% (2%)	3% (2%)		
51) Company paid chauffeur - business travel	-0- -0-	-0- -0-		
52) Company aircraft - business travel	5% (7%)	5% (7%)		

SECTION FIVE

GENERAL INFORMATION SECTION

QUESTION I----EXECUTIVE VACATION POLICY *

Length of Time Required to Receive Vacation (1)

***One Week Vacation	6 mos. to 1 yr.		1 yr.	2 yrs.	N/A		
	26%	(29%)	(42%) 39%	(-0-) 2%	(-0-) 26%		
***Two Weeks Vacation	Less than 1 yr.		1 yr.	2 yrs.	3 yrs.	10 yrs.	
	3%	(5%)	(40%) 45%	(31%) 34%	(11%) 6%	(-0-) 9%	
***Three Weeks Vacation	6 mos.	1 yr.	2 yrs.	3 yrs.	4 yrs.	5 yrs.	6 yrs.
	(-0-) 2%	(2%) 5%	(2%) 5%	(2%) 3%	(2%) 3%	(44%) 40%	(-0-) 2%
	7 yrs.	8 yrs.	10 yrs.				
	(8%) 9%	(11%) 9%	-0- 9%				
***Four Weeks Vacation	1 yr.	5 yrs.	6 yrs.	7 yrs.	8 yrs.	9 yrs.	10 yrs.
	(2%) 2%	(2%) 3%	(-0-) 2%	(3%) 2%	(-0-) 2%	(-0-) 3%	(20%) 15%
	12 yrs.	14 yrs.	15 yrs.	18 yrs.	19 yrs.	20 yrs.	
	(3%) 2%	(5%) 3%	(22%) 23%	(2%) 2%	(-0-) 2%	(14%) 12%	
***Five Weeks Vacation	10 yrs.	15 yrs.	16 yrs.	20 yrs.	25 yrs.		
	(3%) 2%	(3%) 3%	(-0-) 3%	(13%) 9%	(6%) 6%		
***Six Weeks Vacation	9% after various periods of time for various levels of management.						

* Often senior executives start at 4-6 weeks.- usual 5-6 weeks after 8-10 years.
Some companies have no policy for senior executives.
Often separate schedule for store management.
Some vacation schedules based on salary.

(1) Categories may not add to 100% as not all respondents offer all categories.

QUESTION II----SUNDAY WORK COMPENSATION

*****87% (83%) report NO Sunday Compensation

*****13% (17%) report YES Sunday Compensation

37% of the YES responses give compensation in the form of extra salary; 63% gives time off for Sunday work. One company offers a choice. Most were for store level only.

QUESTION III----HOLIDAY WORK COMPENSATION

*****82% (71%) report NO Holiday Compensation

*****18% (29%) report YES Holiday Compensation

83% of the YES responses give compensation in the form of time off; 17% of the YES responses give compensation in the form of extra salary; One company offered a choice.

QUESTION IV----GAS MILEAGE REIMBURSEMENT POLICY

*****6% (2%) report NO Gas Reimbursement

*****94% (98%) report YES Gas Reimbursement

.15	.16	.17	.18	.185	.19	.20	.205	.21	.22	.23	.37
1.6%	1.6%	3.2%	28.57%	1.6%	7.9%	52%	1.6%	3.2%	1.6%	4.8%	1.6%

Average reimbursement: 20.26 (18.4) cents per mile; two companies give a company credit card. One company pays $7.00 per week.

QUESTION V----"CAFETERIA BENEFIT" PROGRAM

*****76% (89%) report NO "Cafeteria Benefit" Program

*****24% (11%) report YES "Cafeteria Benefit" Program

QUESTION VI----POST RETIREMENT BENEFITS

*****73% (80%) report NO Post Retirement Benefits

*****27% (20%) report YES Post Retirement Benefits in the form of:

1- Discounts on merchandise (lifetime)
2- Medical/health benefits (sometimes 100%)
3- Life Insurance
4- Profit sharing
5- Special "death" benefit if age 60 or over, plus 15 years of services; the payment is equal to 50% of the last year's earning up to $50,000, reducing to 40%, 30%, 20%, and permanently at 10% thereafter.
6- Lump sum payments
7- Financial counselling
8- Tax counselling
9- Family health coverage
10- Company functions (parties, publications)
11- Saving plans
12- Credit Union
13- Christmas gift ($200)
14- Enrollment in AARP
15- Survivor Income Benefit

ADDITIONAL BENEFITS NOT COVERED BY SURVEY

1- Incentive plan (all levels) usually based on predetermined % over plan
2- Physical fitness plan - co-contributor (all levels)
3- Management bonus plan (all levels)
4- Savings/stock plan (company matches 50% up to 5% of salary)
5- All medical/optical costs paid (CEO only)
6- Thrift plan (all levels)
7- S.I.B. (all levels)
8- Children's summer camp
9- Picnic
10- Christmas Party
11- Education Certificates
12- Christmas Certificates
13- Shopping Days
14- Holiday Meal Certificates
15- Purchase of home of transferred employee (all levels)
16- 6 for 5 Vacation - 1 extra vacation day for every 5 if no more than 3 taken in row (all levels)
17- Service Awards
18- Performance Bonus (all levels)
19- Personal Liability Insurance
20- Dependent Group Life Insurance
21- Business Travel Accident Insurance
22- Club Memberships